Contents

Executive summary Introduction 1 – New forms of employment in Europe – An overview 2 – Employee sharing		1
		4
		7
		11
	General characteristics	11
	Strategic employee sharing	12
	Ad-hoc employee sharing	21
	Characteristics of employers and employees	24
	Drivers and barriers	26
	Implications for working conditions	26
	Implications for the labour market	28
3 – Job sharing		31
	General characteristics	31
	Characteristics of employers and employees	35
	Drivers and barriers	36
	Implications for working conditions	37
	Implications for the labour market	38
4 – Interim management		40
	General characteristics	40
	Characteristics of employers and employees	42
	Drivers	43
	Implications for working conditions	44
	Implications for the labour market	45
5 – Casual work		46
	General characteristics	46
	Intermittent work	49
	On-call work and zero-hours contracts	55
	Characteristics of employers and employees	61
	Drivers and barriers	64
	Implications for working conditions	66
	Implications for the labour market	70
6 – ICT-ba	sed mobile work	72
	General characteristics	72
	Characteristics of employers and employees	75
	Drivers and barriers	76
	Implications for working conditions	77
	Implications for the labour market	80

7 – Voucher-based work	82
General characteristics	82
Modes of operation in different countries	83
Characteristics of clients and workers	94
Drivers and barriers	97
Implications for working conditions	98
Implications for the labour market	101
8 – Portfolio work	103
General characteristics	103
Characteristics of clients and workers	104
Drivers and barriers	105
Implications for working conditions	105
Implications for the labour market	106
9 – Crowd employment	107
General characteristics	107
Characteristics of clients and workers	112
Drivers and barriers	113
Implications for working conditions	115
Implications for the labour market	116
10 - Collaborative employment	118
General characteristics	118
Workers' characteristics	124
Drivers and barriers	126
Implications for working conditions	126
Implications for the labour market	127
11 – Policy discussion on new forms of employment	129
General considerations	129
Employee sharing	129
Job sharing	131
Casual work	131
ICT-based mobile work	132
Voucher-based work	133
Crowd employment	133
Coworking	134
12 – Conclusions and policy pointers	135
Main characteristics of new employment forms	135
Impact on working conditions and the labour market	138
Policy pointers	142
Bibliography	146
Annex: Overview of national contributions	159